Wombridge Primary School

Equality Data And Objectives

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Wombridge Primary School
Reviewed: 10/9/25
Next Review: 10/9/26

1. Introduction

Wombridge Primary School is committed to promoting equality and diversity within our school community. We aim to ensure that every child has the opportunity to succeed and reach their full potential, irrespective of background, ethnicity, disability, gender, or socio-economic status. Our approach aligns with the requirements of the **Equality Act 2010** and the Public Sector Equality Duty.

2. School Context

Our school serves a diverse community with the following key demographics:

- **Total pupils on roll:** 273
- **Pupils eligible for Free School Meals (FSM):** 45%
- **Pupils with English as an Additional Language (EAL):** 40%
- **Pupils with Special Educational Needs and Disabilities (SEND):** 14%
- **Pupils with an Education, Health and Care Plan (EHCP):** 2.9%
- **Looked-after children:** 4
- **Former looked-after children:** 3
- **Local deprivation ranking:** Within the 10% most deprived nationally

3. Our Commitment to Equality

We are dedicated to ensuring that:

- All pupils have equal access to a broad, balanced, and ambitious curriculum.
- Teaching is adapted to meet the diverse needs of all learners.
- A strong pastoral system supports the well-being of all pupils.
- Staff recruitment, retention, and professional development promote inclusivity.
- The school engages effectively with parents and the wider community to foster inclusion and respect.

4. Equality Objectives

Objective 1: Improve the attainment and progress of disadvantaged pupils

- **Why?** FSM pupils make up 45% of our school, and while they make good progress, we aim to narrow the gap further.
- **Actions:**
    - Implement targeted interventions and high-quality teaching strategies.
    - Use Pupil Premium funding effectively to support academic and pastoral needs.
    - Strengthen parental engagement to support learning at home.
- **Monitoring:** Termly data analysis and impact reviews

Objective 2: Ensure EAL pupils achieve their full potential

- **Why?** 40% of our pupils have EAL, and some face barriers to accessing the curriculum.
- **Actions:**
  - Provide tailored language support and vocabulary-rich teaching.
  - Offer CPD for staff on EAL strategies.
  - Develop partnerships with families to support home learning.
- **Monitoring:** Progress tracking and feedback from pupils and parents.

Objective 3: Foster a culture of inclusivity and respect

- **Why?** We aim to celebrate diversity and challenge discrimination.
- **Actions:**
  - Deliver an inclusive curriculum that reflects diverse cultures and experiences.
  - Promote pupil voice through School Council and pupil-led initiatives.
  - Provide training for staff and pupils on anti-bullying and inclusion.
- **Monitoring:** Pupil and staff surveys, incident logs, and curriculum reviews.

Objective 4: Reduce the impact of socio-economic disadvantage on attendance and engagement

- **Why?** Our school is in an area with high deprivation, and attendance is an ongoing focus.
- **Actions:**
  - Strengthen pastoral support and early intervention strategies.
  - Work closely with families to remove barriers to attendance.
  - Provide enrichment opportunities to ensure all pupils access wider learning experiences.
- **Monitoring:** Attendance data, engagement levels, and family feedback.

5. Monitoring and Review

These objectives will be reviewed annually by the leadership team and governing body. Progress will be shared with stakeholders, and adjustments will be made as needed to ensure continued impact.

Protected Characteristics

Disability

Physical	0
Hearing Impairment	0
Visual Impairment	0
Autism Spectrum Condition	8
Number of children with an Individual Health Care Plan	17

Race

White British	52%	White and black African	2%
Indian	18%	White and black Caribbean	2%
Pakistani	1%	Other	
Black African	10%	White European	14%
Any other black background		Other White	
Any other mixed background		Refused	
White and Asian	1%		

Sex:

Boys	**Girls**
146	127

We do not have information available on gender reassignment, religion or sexual orientation.

Wombridge Primary School monitors protected characteristics through a combination of data tracking, surveys, and reporting mechanisms. Here is how we do it :

1. **Data Collection and Analysis**
    - Record and track demographic data on **ethnicity, gender, disability, religion/belief, and socio-economic background** in admissions and attendance records.
    - Monitor **attainment and progress** of different pupil groups to identify disparities and ensure interventions are targeted effectively.
2. **Pupil and Parent Voice**
    - Conduct **pupil and parent surveys** to gather insights on inclusion, well-being, and experiences of discrimination.
    - Use **School Council** and focus groups to discuss equality-related issues.

3. **Safeguarding and Incident Reporting**
    - Maintain **bullying and discrimination incident logs**, categorising incidents based on protected characteristics.
    - Ensure a **clear reporting system** for pupils, staff, and parents to raise concerns.
4. **Staff Training and Recruitment**
    - Track staff **CPD participation** in equality and diversity training.
    - Monitor recruitment data to ensure fair representation of candidates from diverse backgrounds.
5. **Curriculum and Engagement Monitoring**
    - Review curriculum materials to ensure representation of **diverse cultures, identities, and experiences**.
    - Track participation in **enrichment activities** to ensure all pupil groups are included.

. Contact Information

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This document is published in accordance with the Public Sector Equality Duty (Equality Act 2010).